

UKGI-BP-7

Company No. 9774296

UK Government Investments Limited

(the “Company”)

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Paper for the Board of Directors

Topic: UKGI Values

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Category: Paper circulated, for approval

Recommendation / Decision

That the Board approves the following UKGI Values:

- Professional and act with integrity
- Collegiate and committed to improvement
- Open and honest in our communications
- Focused on outcomes

Summary:

Values are a core set of convictions which are shared across an organisation and define how everyone in that organisation behaves. The Values will be the centrepiece for defining and driving the culture within UKGI and accordingly will also feed into staff appraisals.

To develop the proposed UKGI Values we have engaged with all staff across ShEx and UKFI. The aim of the process has not only been to seek input, but to get staff buy-in and begin embedding the concept across UKGI. Specifically we have:

- Put together a panel of 10 people from across UKFI and ShEx, who developed the value framework that was used as a tool to engage staff more widely;
- Facilitated a workshop with all-staff at the last UKGI away day. This included giving all staff an opportunity to feed in and vote on their favourite values;

- Shared the final proposed set of UKGI Values with Mark Russell and then with UKFI/ShEx ExCo for further endorsement.

The results of the voting from the all-staff workshop are shown in Annex A. A central topic was "trust". However underpinning this, the following value themes emerged as popular:

- Open and honest
- Succeeding as a team and valuing each other (i.e. collegiate)
- Solving problems and delivery focused
- Impartiality (or objective) and integrity
- Professional

From these themes we developed the following UKGI Values, which have been endorsed by the senior team.



We believe that each value is clear and meaningful. Together, they cover all aspects of our work (how we work, working with each other, working with others), they underpin the central topic of "trust" and are consistent with the feedback from staff. Therefore we are recommending that they are endorsed by the UKGI Board.

ANNEX A

